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ABSTRACT

This survey of faculty salaries and related information on library educators includes data gathered from 67 library education programs holding American Library Association accreditation as of January 1, 1980, as well as from 27 unaccredited programs. Deans and directors of library schools provided salary figure, academic rank, appointment period, tenure status, sex, highest degree earned (including the discipline represented by the degree), ethnic origin, age category, year of initial full-time appointment, and the year of appointment to present rank for all full-time faculty members. No school or individual is identified with specific data. (FM)

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A STATISTICAL SURVEY OF THE FULL-TIME FACULTY IN LIBRARY EDUCATION, 1979-1980

by

Russell E. Bidlack

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A STATISTICAL SURVEY OF THE FULL-TIME FACULTY IN LIBRARY EDUCATION, 1979-80

by Russell E. Bidlack

This is the seventh survey of faculty salaries and related data for library educators compiled by the present writer. Included are all 67 library education programs holding ALA accreditation as of January 1, 1980, the same group included in the survey for 1978-79. Unlike the earlier surveys, this one also presents data, beginning on page 24, for a number of unaccredited programs. To survey this latter group, a request for data was sent to each of the 37 library schools holding associate membership in the Association of American Library Schools in 1979. Responses were received from 27. To the deans and directors of each of the 67 schools holding ALA accreditation and to the 27 heads of unaccredited programs who responded, the writer expresses his deep appreciation. (Throughout this report, the term "deans and directors" will be used to refer to the executive officers heading the library schools.)

More data were requested in the present survey than ever before. Deans and directors were asked not only to provide the salary figure in effect on January 1, 1980, for all full-time faculty members, but also their academic rank, appointment period, tenure status, sex, highest degree earned (including the discipline represented by that degree), ethnic origin, age category, year of initial full-time appointment, and the year of appointment to present rank. These data were gathered with the understanding that no school nor individual would be identified with specific data in this report. Deans and directors were requested not to include fringe benefits as part of the salary figures. No part-time faculty were to be reported, including library science librarians, even though such individuals held faculty titles. Faculty members on sabbatical leave were to be included if their full salaries were being paid by the institution during their leave.

For two schools on the accredited list, the salary figures were the same as in 1978-79 because of a pending contract settlement.

The 67 schools on the accredited list included in this survey are: Alabama; Alabama A & M; Alberta; Arizona; Atlanta; Brigham Young; British Columbia; California, Berkeley; California, Los Angeles; Case Western Reserve;

Catholic; Chicago; Clarion State; Columbia; Dalhousie; Denver; Drexel; Emory; Emporia Kansas State; Florida State; Hawaii; Illinois; Indiana; Iowa; Kent State; Kentucky; Long Island; Louisiana State; Maryland; McGill; Michigan; Minnesota; Missouri; Montreal; SUNY, Albany; SUNY, Buffalo; SUNY, Geneseo; North Carolina; North Carolina Central; Northern Illinois; North Texas State; Oklahoma; George Peabody; Pittsburgh; Pratt; Queens; Rhode Island; Rosary; Rutgers; St. John's; San Jose; Simmons; South Carolina; South Florida; Southern California; Southern Connecticut State; Syracuse; Tennessee; Texas; Texas Woman's; Toronto; Washington; Wayne State; Western Michigan; Western Ontario; Wisconsin, Madison; and Wisconsin, Milwaukee.

Two schools on the accredited list declined to provide complete data because of institutional policy. Salary figures were withheld by Brigham Young, while Chicago declined to report salaries as well as ethnic origin and age grouping.

The master's degree program of the Department of Library Science at Ball State University was accredited by the ALA during the 1980 Midwinter Meeting, but this was after the January 1st date used to compile the statistics that follow.

In order to make comparisons possible with earlier reports, statistics for the accredited programs are kept separate from the others.

The full-time faculty, including deans and directors, in the 67 schools with accredited programs on January 1, 1980, totaled 714. (Unfilled positions have not been included in this total.) Salary figures were reported for 698 of these individuals (i.e., all except Brigham Young and Chicago). The number of full-time faculty in these 67 schools varied from a low of 4 to a high of 19, with an average size of 10.66. A year earlier, on January 1, 1979, this same group of schools had a total of 715 full-time faculty and varied in size from 4 to 21, for an average of 10.67. There was thus virtually no change in this average size. Because the list of schools has changed during the seven years that this survey has been conducted, a comparison of total faculty for this seven-year period is not possible, but a comparison of the average faculty size is meaningful. From the following table, it is evident that, while there has been a significant reduction in faculty size since 1973-74, for the past three years there has been stability.

Year	Number of Schools	Average Size of Full-time Faculty
1973-74	53	11.66
1974-75	59	11.32
1975-76	62	11.24
1976-77	64	11.05
1977-78	64	10.69
1978-79	67	10.67
1979-80	67	10.66

The following table shows the variation in size of the full-time faculties of the 67 library schools with accredited programs:

Number of full-time faculty	Number of schools	Percentage of total (67)
4	1	1.5
5	0	-
6	2	3.
7	8	11.9
8	10	14.9
9	11	16.4
10	10	14.9
11	3	4.5
12	4	6.
13	4	6.
14	2	3.
15	5	7.5
16	0	-
17	2	3.
18	2	3.
19	3	4.5

Of the 714 full-time faculty in 1979-80, including deans and directors, 420 (58.8%) were males while 294 (41.2%) were females. During the five years that the sex of faculty has been included in the survey, this male-female ratio has remained surprisingly constant. A comparison of the ratio in 1975-76, when 62 schools were included, with that of 1979-80 (67 schools) reveals that the males have actually gained slightly:

Year	Number of Schools	Total Full-time Faculty	Percentage of Males	Percentage of Females
1975-76	62	697	58.5	41.5
1976-77	64	707	59	41
1977-78	64	684	59.2	40.8
1978-79	67	715	58.6	41.4
1979-80	67	714	58.8	41.2

The following table reveals an interesting difference in the ratio of males and females in the various academic ranks. As in 1978-79, there was a slightly larger number of female assistant professors in 1979-80 than male assistant professors. This obviously reflects the fact that more women than men are now being appointed to beginning positions on library school faculties. While at the full professor level, males still predominate (67.4 percent to 32.6 percent), this predominance has declined by 3 percent since 1975-76. At the associate professor level, however, the ratio of males has increased from 54.3 percent in 1975-76 to 61.3 percent in 1979-80. Since relatively few new

appointments are made at the associate professor level, it would appear that males have been promoted to this rank from that of assistant professor at a more rapid rate than have women. The following tables illustrate changes in the male-female ratio between 1975-76 and 1979-80:

1975-76 (62 schools, 697 full-time faculty)

Number	Rank	Males	Females
61	Deans and Directors	49 (80.3%)	12 (19.7%)
146	Professors	103 (70.5%)	43 (29.5%)
199	Associate Professors	108 (54.3%)	91 (45.7%)
248	Assistant Professors	134 (54 %)	114 (46 %)
24	Instructors	6 (25 %)	18 (75 %)
19	Lecturers	8 (42.1%)	11 (57.9%)
697		408 (58.5%)	289 (41.5%)

1979-80 (67 schools, 714 full-time faculty)

Number	Rank	Males	Females
67	Deans and Directors	53 (79.1%)	14 (20.9%)
175	Professors	118 (67.4%)	57 (32.6%)
225	Associate Professors	138 (61.3%)	87 (38.7%)
208	Assistant Professors	101 (48.6%)	107 (51.4%)
15	Instructors	3 (20 %)	12 (80 %)
24	Lecturers	7 (29.2%)	17 (70.8%)
714		420 (58.8%)	294 (41.2%)

Of the 67 heads of library schools having accredited programs on January 1, 1980, 53 (79.1%) were males and 14 (20.9%) were females. This is a gain of one female over the previous year. Only two were in an "acting" capacity (Long Island and St. John's). Exclusive of the two who were "acting," there were nine new deans and directors appointed between January 2, 1979, and January 1, 1980, including two who had been "acting" in 1979. Five of the nine represented new appointments from the outside while four were internal promotions. Two of these nine are women. The nine new appointments were in the following schools: Alberta, Arizona, Chicago, Denver, Emporia Kansas State, Illinois, Louisiana State, South Florida, and Wisconsin-Milwaukee. Of these nine new deans and directors, eight have fiscal year appointments, seven of whom reported their salaries (from a low of $30,000 to a high of $47,500). The average salary for these seven was $38,053 (median $40,000).

The administrative titles on January 1, 1980, of these 67 heads of library schools were as follows:

Title	Number	Percent
Dean	42	64
Acting Dean	1	
Director	19	30
Acting Director	1	
Chair (Chairperson)	4	6

One former directorship became a deanship in 1979 (Illinois), a chair was changed to a directorship (Queens), and a directorship was changed to chair (Peabody).

Of the 67 deans and directors, including the four chairs, 56 (83.6%) held the rank of professor while 11 (16.4%) were associate professors. Of the 67, 60 (89.6%) held tenure. The same number, although not the same individuals, held fiscal year appointments (i.e., seven of the 67 held academic year appointments).

Of the 53 males heading library schools on January 1, 1980, 46 (86.8%) had earned doctorates; each of the seven not having a doctorate held at least one master's degree (two held two master's degrees). Of the 14 females heading library schools, all but one had earned doctorates (92.9%); the one without the doctorate held two master's degrees.

As a total group, 59 (88%) of the 67 deans and directors had earned doctorates. Of these 59 doctorates, 45 (76%) were in library science, including library and information science. The remaining 14 were in the following disciplines:

Chemistry	1
Education	2
Education-Administration	1
Education-Communication	1
Higher Education	1
English	2
Industrial Engineering	1
Mathematics	1
Musicology	1
Public Administration	2
Philosophy	1

Ethnic origin was provided for 59 of the 60 heads of library schools in the United States. Four were reported as black and 55 as white.

Age category was provided for the deans and directors of 66 of the 67 schools, with the following results as of January 1, 1980:

Deans and Directors	Age Category
14 (21.2%)	60-69
13 (19.7%)	55-59
16 (24.2%)	50-54
12 (18.2%)	45-49
7 (10.6%)	40-44
4 (6.1%)	35-39

(Each of the four deans and directors falling in the age 35-39 group was appointed in 1979-80.)

Salary figures were provided for 65 of the deans and directors as of January 1, 1980, including those who were "acting." Of these 65 individuals, 58 held fiscal year (11 or 12 months) appointments (45 males and 13 females), while 7 had academic year (9 or 10 months) appointments (6 males and one female).

In 1975-76 a "first" in library education occurred when a dean's salary (fiscal year) reached the $40,000 figure; four years later, in 1979-80, three deans' salaries reached or passed the $50,000 figure. The salaries of no fewer than 23 (nearly 40%) of the deans and directors with fiscal year appointments were $40,000 or higher in 1979-80 (19 males and 4 females).

Of the 58 known fiscal year salaries for deans and directors in 1979-80, which include those of the seven Canadian schools, the high salary was $53,346 while the low was $25,000. (The comparable figures in 1978-79 were $49,880 and $26,000.) The average salary of these 58 deans and directors in 1979-80 was $39,485 (median $39,150). The average salary for this group in 1978-79 was $36,975 (median $36,150). There was thus a 6.8 percent improvement ($2,510) in the average salary in 1979-80 over 1978-79.

During the seven-year period in which this survey has been conducted, the average salary for deans and directors with fiscal-year appointments has increased 44.6 percent, from $27,313 in 1973-74 to $39,485 in 1979-80.

For the 45 male deans and directors with fiscal-year appointments in 1979-80, the average salary was $40,713 (median $40,000). For the 13 female deans and directors (fiscal year) the average was $35,234 (median $33,800). The average salary of the female deans and directors in this group was thus 86.5 percent that of their male counterparts. This represents a decline from a year earlier. In 1978-79, the average salary ($35,499) of the 11 female deans and directors was 95.2 percent of the average salary of their male counterparts ($37,306).

Among the 7 deans and directors with academic year appointments (6 males, 1 female), the high salary was $34,750 while the low was $22,423. The comparable figures for 5 deans and directors with academic year appointments in 1978-79 were $31,925 and $23,800. The average salary for these 7 individuals in 1979-80 was

$28,818 (median $27,747). The matching figures in 1978-79 were $27,125 (median $26,090). The increase in the average salary was thus 6.2 percent.

Among the new questions asked of deans and directors for the 1979-80 survey was the date of their appointment to their present executive post. Based on the answers provided, it has been possible to compile the following table showing length of service of the 67 deans and directors holding those appointments on January 1, 1980. As will be noted only 15 (22.4%) deans and directors have held their executive titles for as long as a decade. Twenty-nine (43.3%) have been deans and directors fewer than 5 years.

Year of appointment as Dean or Director	Number
1945	1
1956	1
1963	1
1964	1
1965	1
1966	1
1967	4
1968	3
1969	2
1970	5
1971	3
1972	5
1973	1
1974	5
1975	4
1976	4
1977	6
1978	6
1979	10
1980 (Jan. 1)	3

The average term of service as executive officer for the 67 deans and directors of schools with accredited programs holding those positions on January 1, 1980, was 6.9 years.

Thirty-seven (55.2%) of the current deans and directors reported their initial appointment to the faculty of their institution as being the same as the year in which they became deans and directors. The remaining 30 (44.8%) were members of the faculty before accepting the deanship or directorship.

As pointed out in the earlier surveys, it is difficult to produce meaningful statistics for those faculty members who assist the deans and directors in the administration of the schools. Their titles vary as greatly as do their duties and their academic rank. In one school, the associate dean is not considered a member of the faculty and has, therefore, been omitted from the

survey. Of the 67 schools with ALA accreditation (on Jan. 1, 1980), 32 reported having full-time faculty members who held the title associate (assistant, etc.) dean or director. Two schools reported having two such positions, giving us a total of 34. In 1978-79, 34 schools reported having a total of 38 positions, so there has been a reduction of 4. Rarely are persons recruited specifically for such posts--of the 50 new faculty appointments in 1979-80, only one received the title of associate (assistant, etc.) dean or director.

Faculty Holding Administrative Titles, 1979-80

Associate Dean (including one Acting Associate Dean)	
Professor	5
Associate Professor	4
Assistant Professor	1
Lecturer	1
Assistant Dean	
Professor	4
Associate Professor	4
Assistant Professor	4
Lecturer	1
Dean of Students	
Associate Professor	1
Assistant to the Dean	
Instructor	1
Associate Director	
Professor	1
Associate Professor	1
Assistant Director	
Associate Professor	1
Assistant to the Director	
Assistant Professor	1
Lecturer	1
Chairperson	
Assistant Professor	1
Associate Chair	
Assistant Professor	1
Administrative Assistant	
Assistant Professor	1
Total:	34

Of the 34 associate (assistant, etc.) deans and directors, 19 were males and 15 were females. Nineteen held fiscal year appointments while 15 had academic year appointments. Of the 19 with fiscal year appointments, salaries were reported for 18 (12 males and 6 females); the average salary for this group was

$29,488 (median $30,329). Among the 12 males, the high salary was $40,500 and the low was $14,925; for the 6 females, the high was $36,015 and the low was $19,066. The average salary for the 12 males was $31,052 (median $32,122); for the 6 females the average was $26,360 (median $23,580).

Among the 15 associate (assistant, etc.) deans and directors with academic year appointments, 7 were males and 8 were females. The average salary for this group was $22,762 (median $23,579). For the 7 males, the high salary was $25,770 while the low was $18,250. The average for the 7 males was $22,914 (median $23,600). Among the 8 females, the high was $27,976 while the low was $18,437. The average for the 8 females was $22,629 (median $21,914).

As has been noted in previous editions of this survey, the salaries of associate (assistant, etc.) deans and directors are determined more by their academic rank than by their administrative titles. Throughout the remainder of this report, therefore, these 34 individuals are counted with their colleagues in their appropriate faculty ranks.

Of the 714 full-time faculty, including deans and directors, in the 67 schools with accredited status, 61 (8.5%) represented new appointments in 1979-80. This compares with 60 new appointments in 1978-79. Among the 64 schools on the accredited list in 1977-78, there were 69 new appointments. (Deans and directors appointed from within the faculty are considered along with external appointees as "new" in this report.)

The rank and sex of these 61 new appointees in 1979-80 were as follows:

Rank	Total Number	Males	Females
*Deans and Directors	11	8	3
**Professors	3	1	2
Associate Professors	12	9	3
Assistant Professors	24	8	16
Instructors	5	2	3
Lecturers	6	1	5
Total:	61	29	32

*Including two acting (Long Island & St. John's); of these 11 new deans and directors, 6 were already members of the faculty.

**Including one visiting professor.

Because only 3 new appointments were made in 1979-80 at the rank of professor, statistical data beyond what appears above have not been considered to be significant.

Of the 12 new associate professors, 10 held an earned doctorate. Only 2 of the 12 were given immediate tenure. Six were appointed for the academic year

with salaries varying from a low of $22,750 to a high of $36,000. The average salary for this group was $24,482 (median $24,000). In 1978-79 there were 6 newly appointed associate professors with academic year appointments for whom the average salary was $23,229 (median $23,000). There was thus an increase of 5.4 percent in the average salary received by beginning associate professors with academic year appointments in 1979-80.

Data pertaining to newly appointed assistant professors are of particular interest since it is at that rank that most library educators begin their careers. There were 24 (16 females and 8 males) such appointments in 1979-80 whereas in 1978-79 there had been 31. Of these 24, 18 received academic year appointments with salaries ranging from a low of $15,500 to a high of $22,947; the average salary for this group was $17,319 (median $17,000). The average beginning salary for the comparable group of 30 with academic year appointments in 1978-79 was $16,679 (median $16,303). In 1979-80 there was thus an increase in the average salary of beginning assistant professors with academic year appointments of $1,016, or 6 percent, over that for 1978-79. From 1975 to 1977 the average for this group remained consistently at about $15,000. This sharp increase in the beginning salary level during the past two years may present a budgetary problem for deans and directors as they attempt to improve the annual salaries for assistant professors already on their faculties. An assistant professor hired in 1977-78 at $15,000, who has received what have been typical salary improvements during the past two years, may find his/her salary in 1979-80 to be at the same level (perhaps $17,500) as required to attract a beginning assistant professor today.

All 6 new assistant professors given fiscal year appointments in 1979-80 joined Canadian library school faculties. Salaries varied for this group from a low of $17,750 to a high of $28,000. The average was $22,020 (median $21,500).

No one among the 24 new assistant professors received immediate tenure. Fourteen had completed their doctorates (8 of the 16 females and 6 of the 8 males). Curiously, the average salary of those without the doctorate was higher than for those who had completed it, but it can be assumed that in a number of instances the salary was based on the expected early completion of that degree. For the 12 females with academic year salaries, the range extended from a low of $15,500 to a high of $22,947; the average for this group was $17,445 (median $17,000). For the 6 males with academic year appointments, the range was from $16,500 to $18,792, with an average of $17,065 (median $16,775). Thus the average for the new male assistant professor was slightly less than that of his female counterpart, which was also true in 1978-79.

Whereas it has been predicted that tight university budgets would encourage the revival of the rank of instructor for beginning appointments, this seems not to be the case to date. Five new instructors (3 females and 2 males) were appointed in 1979-80, the same number as in 1978-79. None held an earned doctorate. All were for the academic year with salaries ranging from $14,200 to $17,000, with an average of $16,010 (median $16,800). In 1978-79 the average beginning salary for this group was $14,329 (median $14,079).

There were 6 new appointments in 1979-80 at the rank of lecturer, 3 for the academic year and 3 for the fiscal. Five were females with one male; none held an earned doctorate. Because the rank of lecturer has such varied meaning and status among universities, further analysis of this group is thought to be meaningless.

The following table provides a basis for comparing the 1979-80 average and median faculty salaries in the various ranks with those of 1978-79. Salaries were provided in both years for the same group of schools on the accredited list, i.e., all except Brigham Young and Chicago. A total of 633 salaries were reported in 1979-80 whereas the figure in 1978-79 was 634. Deans and directors have been excluded from the following table, but associate (assistant, etc.) deans and directors have been included with their appropriate faculty ranks.

Faculty Rank & Term of Appointment	1978-79 Average	1978-79 Median	1979-80 Average	1979-80 Median
Professors (fiscal year)	$34,755	$34,887	$36,308	$36,369
Professors (academic year)	27,771	27,162	29,194	28,500
Assoc. Profs. (fiscal year)	28,916	26,919	30,531	30,519
Assoc. Profs. (academic year)	21,575	21,402	22,985	22,750
Asst. Profs. (fiscal year)	21,170	21,272	23,538	23,422
Asst. Profs. (academic year)	18,004	17,779	19,052	18,688
Instructors (fiscal year)	14,925	14,925	14,925	14,925
Instructors (academic year)	14,152	14,878	15,623	16,085
Lecturers (fiscal year)	19,743	19,723	21,134	20,249
Lecturers (academic year)	18,843	18,686	21,432	21,389

The following table reveals the average salary improvements made in each faculty rank in 1979-80 over 1978-79. Because the individuals in these ranks vary from one year to the next resulting from retirements, promotions, resignations, etc., the average improvement for the actual individuals remaining in these ranks will vary somewhat from the figures given below. While deans and directors have been excluded, associate (assistant, etc.) deans and directors have been included in their appropriate faculty ranks. Not included in this computation are the faculty members at Brigham Young and Chicago.

Faculty Rank	Number in 1978-79	Number in 1979-80	Improvement in average salary	Percentage of average salary improvement
Professors (fiscal year)	32	33	$1,553	4.47
Professors (academic year)	126	136	1,423	5.12
Assoc. Profs. (fiscal year)	49	43	1,615	5.59
Assoc. Profs. (academic year)	168	174	1,410	6.54
Asst. Profs. (fiscal year)	25	28	2,368	11.19
Asst. Profs. (academic year)	192	178	1,048	5.8
Instructors (fiscal year)	2	1	-	-
Instructors (academic year)	11	14	1,471	9.86
Lecturers (fiscal year)	12	10	1,391	7.05
Lecturers (academic year)	17	14	2,589	13.74
Total:	634	633		

The following table provides a means to compare average salaries for males and females in each faculty rank, exclusive of deans and directors. As in the preceding salary table, the figures are based on all faculty salaries except those for Brigham Young and Chicago.

Fiscal Year Appointments, 1979-80

Rank	Number of Males	Average Salary of Males	Number of Females	Average Salary of Females
Professor	24	$36,579	11	$35,722
Associate Professor	25	30,761	18	30,211
Assistant Professor	12	24,501	16	22,815
Instructor	1	-	0	-
Lecturer	3	22,504	7	20,547
Total:	65		52	

Academic Year Appointments, 1980-81

Rank	Number of Males	Average Salary of Males	Number of Females	Average Salary of Females
Professor	90	$30,215	46	$27,194
Associate Professor	108	22,991	66	22,975
Assistant Professor	88	19,033	90	19,071
Instructor	2	15,500	12	15,644
Lecturer	4	23,237	10	20,710
Total:	292		224	

As seen from the above table, in the three principal faculty ranks (professor, associate professor, and assistant professor), the average salary of males continues to exceed that of females except among assistant professors with academic year appointments.

For the first time in this annual survey, deans and directors of U. S. schools were asked in 1979-80 to provide ethnic data regarding their faculties. Only the University of Chicago declined to respond to this portion of the questionnaire. Of the 49 new appointments (exclusive of deans and directors) among library schools on the accredited list in the United States in 1979-80, exclusive of Chicago, 46 were reported as white; there was one black instructor, one Hispanic assistant professor, and one Asian or Pacific Islander.

Another new question on the 1979-80 questionnaire related to the age of faculty by category. Only one of the 67 schools with accredited programs declined to provide this information. The following table provides information in this regard for all new appointees except two at Chicago.

Age Categories (on Jan. 1, 1980) of New Appointments in 1979-80

	55-59	50-54	45-49	40-44	35-39	30-34	25-29
Deans & Directors		2	2	3	3		
Professors	2		1				
Associate Professors	1	1	2	1	5	1	
Assistant Professors		2	2	6	4	9	1
Instructors					1	3	1
Lecturers				1	3	2	
Total:	3	5	7	11	16	15	2

The ethnic background of the full-time faculty of library schools in the United States is shown in the following table. Canadian schools have been omitted along with the University of Chicago, giving a total of 625. Associate (assistant, etc.) deans and directors as well as new faculty have been included with their appropriate ranks.

Ethnic Background of Faculty (U.S.)

	American Indian	Asian or Pacific Islander	Black	Hispanic	White
Deans & Directors			4		55
Professors		3	7	2	142
Associate Professors		10	5	1	175
Assistant Professors	2	2	13	3	165
Instructors			2	1	12
Lecturers			3	1	17
Total:	2	15	34	8	566

Of the 625 faculty in the 59 U. S. library schools represented in the above tabulation (all except Chicago), on January 1, 1980, 59 (9.4%) were minority. If one removes from consideration the 21 faculty members (17 black, 4 white) in the three predominantly black institutions (Alabama A & M, Atlanta, and North Carolina

Central), the remaining 56 schools had a total of 38 minority full-time faculty out of a total of 604, or 6.3 percent.

Data were given earlier regarding the age categories in which present deans and directors fall. The following table provides similar data for the faculty with the exception of those from the University of Chicago. New faculty in these 66 schools, as well as associate (assistant, etc.) deans and directors, have been included. (Deans and directors were asked to calculate the ages of their faculty as of January 1, 1980.)

Age Categories of Faculty on January 1, 1980

	60-69	55-59	50-54	45-49	40-44	35-39	30-34	25-29	Total
Deans & Directors	14	13	16	12	7	4			66
Professors	42	39	46	25	13	6			171
Assoc. Profs.	26	30	50	50	33	29	3		221
Asst. Profs.	9	10	26	28	36	59	37	3	208
Instructors		1	1		3	2	7	1	15
Lecturers	2	3	3	4	3	5	4	—	24
Total:	93	96	142	119	95	105	51	4	705
Percentage:	13.2	13.6	20.1	16.9	13.5	14.9	7.2	.6	100

As seen above, 46.9 percent of the faculty on January 1, 1980, were over 50 years of age.

Data were also collected regarding the length of service by faculty in their respective schools. In the following table, the year represents the date of initial appointment to the school's full-time faculty, regardless of the initial rank. Data were provided for all 714 full-time faculty members, including deans and directors.

Year of Initial Full-time Faculty Appointments at Present School

	Deans and Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M
1941		1											
1948			1										1
1949					1	1							1
1951					1								1
1952			1	1									1
1953	1		2										3
1955						1							
1956	2		1										3
1957				1		1							
1958		1	1		1								2
1959			2	1		4							2
1960	1			1								1	1

This table is continued on page

Year of Initial Full-time Faculty Appointments at Present School (cont.)

	Deans and Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1961		1	2	1	1	2						1	3	
1962	2	1	3	3	1	1		2					6	
1963		1	6	2	1	2	1	1					8	
1964			3	2	6	2	1						10	
1965	2		10	5	1	2							13	
1966	1		10	5	7	5	2	1					20	11
1967	5	1	9	2	9	3	3					1	26	
1968	5		11	2	10	4	2	3					28	
1969	3		9	7	13	4	1	5			1		27	16
1970	5	1	13	4	14	6		2		1		2	32	16
1971	4	1	6	8	16	4	2	2				1	28	16
1972	3		4	1	13	6	6	5			1	1	27	13
1973	1		3	2	8	11	3	6			2	1	17	20
1974	3		5		6	6	14	11				1	28	18
1975	3		3	2	6	3	10	11		1			22	17
1976	1	1	4	1	3	6	18	11		2	1		27	21
1977	4	2	4	3	6	5	14	18	1	2	1		30	30
1978	2	2	4	1	5	5	16	13		3		3	27	27
1979	3	1	1	2	9	2	8	15	2	2	1	5	24	27
1980	2					1		1		1			2	
Total:	53	14	118	57	138	87	101	107	3	12	7	17	420	294

In the following table, date of appointment to present faculty rank is shown for all 714 full-time faculty in the accredited programs. In this table, deans and directors are listed according to their faculty rank rathe. than their appointments as executive officers.

*Year of Appointment to Present Faculty Rank in Present School

	Professors		Assoc. Profs.		Asst. Profs.		Instructors		Lecturers		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
1946		1										1
1948	1										1	
1953	2										2	
1956	1										1	
1961	2										2	
1962	2		1			1					3	1
1963	5	1		1							5	2
1964					1						1	
1965	6	1	1	1							7	2
1966	9		3	2	2	1					14	3
1967	7	2	10	1	2					1	19	4
1968	9	3	4	1	2	4				1	15	8
1969	9	2	3	6	1	2			1		14	10
1970	13	6	3	5	1	2					17	13

This table is continued on page 16

*Year of Appointment to Present Faculty Rank in Present School (cont.)

	Professors		Assoc. Profs.		Asst. Profs.		Instructors		Lecturers		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
1971	9	5	8	4	2	2				1	19	12
1972	12	1	9	3	5	2			1	1	27	7
1973	8	3	6	9	2	4			2		18	16
1974	8	5	7	8	11	11				1	26	25
1975	15	5	15	2	7	11		1			37	19
1976	12	5	13	7	18	13		3	1	1	44	29
1977	13	8	22	9	14	15	1	2	1	2	51	36
1978	9	6	21	17	19	20		2		4	49	49
1979	8	13	19	14	14	18	2	4	1	5	44	54
1980	4			1		1					4	2
Total:	164	67	145	91	101	107	3	12	7	17	420	293

*Deans and Directors as well as Associate (Assistant, etc.) Deans and Directors are distributed according to their faculty rank.

Twenty-eight promotions of full-time faculty were reported for 1978-79 among the 67 schools on the accredited list. In 1979-80 that number increased sharply to a total of 49. In 1977-78 this total was 36. The following table provides a basis for comparison by rank and sex. (These figures include promotions for 3 deans and directors to the rank of professor in 1978-79; those for 1979-80 include 3 deans and directors promoted to professor as well as one to the rank of associate professor. New faculty appointments are not included, of course.)

Faculty Promotions

Rank to Which Promoted	1978-79		1979-80	
	Males	Females	Males	Females
Professor	4	5	6	11
Associate Professor	7	8	12	11
Assistant Professor	1	3	6	3
Total:	12	16	24	25

As was noted earlier, information was gathered for the first time for 1979-80 regarding the discipline of the highest degree earned by the faculty. Data have already been given regarding the deans and directors in this regard. Of the 714 full-time faculty, including deans and directors, in the 67 schools on the accredited list, 489 (68.5%) were reported as having an earned doctorate on January 1, 1980. The same 67 schools reported a year earlier that 479 (67%) of the 715 full-time faculty on January 1, 1979, had held an earned doctorate. There was thus a slight increase of 1.5 percent.

The following table provides further detail regarding the earned doctorate by rank and sex. Included in the column headed "Doctorate in Library Science including Information Science" are those degrees labeled library science, librarianship, library administration, library and media, library technology, library and information science, and information science. In the latter group (information science with no mention of library science) are 10 individuals: 5 male and 1 female associate professors; 1 male and 2 female assistant professors; and 1 male instructor.

Earned Doctorates Held by Faculty

	Total Number	Number with Earned Doctorate	Doctorate in Library Science, Including Information Science	Doctorate Outside Library and Information Science	Percentage with Earned Doctorate
Male Deans & Directors	53	46	33	13	86.8
Female " "	14	13	12	1	92.9
Total:	67	59	45	14	88
Male Professors	118	98	60	38	83.1
Female "	57	41	28	13	71.9
Total:	175	139	88	51	79.4
Male Assoc. Profs.	138	102	69	33	73.9
Female " "	87	55	36	19	63.2
Total:	225	157	105	52	69.8
Male Asst. Profs.	101	74	44	30	73.3
Female " "	107	57	38	19	53.3
Total:	208	131	82	49	63
Male Instructors	3	0	0	0	0
Female "	12	0	0	0	0
Total:	15	0	0	0	0
Male Lecturers	7	2	1	1	28.6
Female "	17	1	0	1	0.6
Total:	24	3	1	2	1.3
Total Males:	420	322	207	115	76.7
Total Females:	294	167	114	53	56.8
Total, Males & Females	714	489	321	168	68.5

No attempt has been made to analyze the degrees held by the 225 individuals lacking an earned doctorate. As one would expect, a very high percentage of these faculty hold the master's degree; several have a 6th-year degree as well. Seven

faculty members hold only a bachelor's degree, 6 of which are the BLS (3 professors, 2 associate professors, one assistant professor, and one lecturer).

An analysis of the 168 doctorates in disciplines other than library and/or information science reveals a wide distribution, although education accounts for nearly 40 percent. We were dependent, of course, upon the reports of the deans and directors in making this analysis, and it can be assumed that some were more precise than others in identifying disciplines. While some, for example, gave subdivisions of education, such as "urban education," others may have reported simply "education" for a similar degree.

Doctorates Outside Library Science and/or Information Science Held by Faculty

Education	30
Instructional Technology (including instructional development, educational communication, and media)	21
Higher Education	8
Educational Administration	2
Adult Education	3
History of Education	1
Urban Education	1
Media Ecology	1
Speech and Communication	11
Public Administration and Government	4
Political Science	3
Government	1
Urban Planning	1
Sociology	4
History	14
English Language and/or Literature	11
English and Philosophy	1
Romance Language and Literature	2
Spanish Language and Literature	2
German Literature	1
Comparative Literature	1
Classics	1
Latin	1
Linguistics	1
Dialect and Folklore Studies	1
American Studies	1
Religion	1
Philosophy	4
Logic/Methodology	1
Law	3
Psychology	5
Musicology	1
Music Education	1
Art History	1
Engineering	1
Industrial Engineering	4

Doctorates Outside Library Science and/or Information Science Held by Faculty (continued)

Electrical Engineering	1
Mathematics	2
History of Science and Medicine	1
Comparative Science	1
Physics	4
Chemistry	3
Physical Chemistry	1
Pharmaceutical Chemistry	1
Biochemistry	1
Zoology	1
Microbiology	2
Total:	168

While 68.5 percent of the 714 full-time faculty in the schools on the accredited list held an earned doctorate on January 1, 1980, the percentage of the faculty of individual schools with doctorates varied from zero to 100 percent, as the following table illustrates.

Percentage of Faculty with Doctorate	Number of Schools
100	4
90-94	6
85-89	6
80-84	2
75-79	9
70-74	9
65-69	4
60-64	6
55-59	2
50-54	6
45-49	1
40-44	5
35-39	3
30-34	0
25-29	1
20-24	1
10	1
0	1

The tenure status of all faculty was reported by the deans and directors for all 67 schools with accredited programs. For this purpose, for institutions in which the term "security of employment" is used, this has been considered equivalent to tenure. The percentage of tenured faculty in library schools, as throughout higher education, has been gradually increasing, as illustrated in a comparison of the figures for the four years during which this information has been provided by deans and directors.

1976-77	58.4	percent	tenured
1977-78	60	"	"
1978-79	62.1	"	"
1979-80	64.8	"	"

Six library schools reported having an all-tenured faculty in 1979-80. In 1978-79 this number was 4.

In the reports for 1977-78 and 1979, tables were provided showing regional differences in faculty size, male-female ratio, and average salary. It has not been thought necessary to provide these data for 1979-80 since they do not change significantly from one year to the next.

In the table that follows, the 698 faculty salaries (including the salaries for 65 deans and directors) reported by library schools (except Brigham Young and Chicago) are distributed by rank in $500 blocks. The salaries of associate (assistant, etc.) deans and directors have been included according to their faculty rank.

	Deans & Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers	
	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.
$53,000-53,499	1		1									
52,500-52,999												
52,000-52,499	1											
51,500-51,999												
51,000-51,499												
50,500-50,999												
50,000-50,499	1											
49,500-49,999												
49,000-49,499	1											
48,500-48,999	1											
48,000-48,499	1											
47,500-47,999	1											
47,000-47,499	1			1								
46,500-46,999	3											
46,000-46,499				1								
45,500-45,999	1											
45,000-45,499												
44,500-44,999	1											
44,000-44,499	1			1								
43,500-43,999	1		1									
43,000-43,499	1		1									
42,500-42,999	3		1									
42,000-42,499	1											
41,500-41,999				1								
41,000-41,499	2		2									
40,500-40,999			1	1								
40,000-40,499	5		2	1								
39,500-39,999			3									

	Deans & Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers	
	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.
00-39,499	4		2		2							
00-38,999	1		1		1							
50-38,499	2											
00-37,999	1			2	2							
00-37,499	1			3								
00-36,999	3		2	5		1						
00-36,499	3		4		2	1						
00-35,999	1		3	2	1							
00-35,499	3			1								
50-34,999	1	1	1	5	2							
00-34,499	1	1		2	1							
00-33,999	1				3	1					1	
00-33,499			1	1	1							
00-32,999	1			1	2		1					
00-32,499	1		2	2	2							
00-31,999	3			3								
00-31,499				5								
00-30,999				4	3							1
00-30,499	1	1	1	5	2	4						
00-29,999			1	3	1							
00-29,499	1			8	2		1					
00-28,999				11				1				
00-28,499				6	2	2	1					
00-27,999	1	2		9		3						
00-27,499			1	7	1			1				1
00-26,999			2	6		3	1	1				
00-26,499				4	3	1	3					1
00-25,999			1	7	1	8	2					

	Deans & Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers	
	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.
$25,000-25,499	1			5	2	6	1					
24,500-24,999		1		2		14						1
24,000-24,499				3	4	8	1					1
23,500-23,999			1	6	1	11	2	1			1	
23,000-23,499				1		16	3	2			1	1
22,500-22,999				1	1	16		6				1
22,000-22,499		1				17	2	4				
21,500-21,999				2		9	1	6				
21,000-21,499				3	1	14	1	10			2	
20,500-20,999				2		9	3	12				
20,000-20,499						8	3	6				1
19,500-19,999				2		6		16				
19,000-19,499				1		5		14			2	
18,500-18,999						4		16			1	
18,000-18,499						4		23				1
17,500-17,999						1	2	15				1
17,000-17,499						2		23		2		
16,500-16,999								5		3		3
16,000-16,499								5		3		
15,500-15,999								8		1	2	
15,000-15,499								3		1		1
14,500-14,999									1	1		
14,000-14,499										2		
11,500-11,999										1		
TOTALS	58	7	35	136	43	174	28	178	1	14	10	14

For the first time in 1979-80, faculty data were requested from the heads of the 37 programs holding associate membership in AALS. Responses were received from the following 27: Auburn University (Department of Educational Media); Ball State University (Department of Library Science); Bowling Green State University (Department of Library and Educational Media); Central Missouri State University (Department of Library Science and Instructional Technology); Chicago State University (Department of Library Science and Communication Media); East Carolina University (Department of Library Science); East Tennessee State University (Library Services Department); Indiana State University (Division of Library Science); Kutztown State College (Department of Library Science); James Madison University (Department of Library Science and Educational Media); Mankato State University (Instructional Media and Technology Department); Memphis State University (Library Science Department); University of Mississippi (Graduate School of Library and Information Science); Murray State University (Department of Library Science); University of North Carolina at Greensboro (Division of Library Science/Educational Technology); St. Cloud State College (Learning Resources Services and Center for Library and Audiovisual Education); Sam Houston State University (Library Science Department); Shippensburg State College (Department of Library Science); Southern Illinois University (Department of Curriculum, Instruction and Media); University of Southern Mississippi (School of Library Service); Spalding College (Department of Library Science); University of Utah (Department of Educational Systems and Learning Resources); Utah State University (Department of Instructional Media); Western Kentucky University (Department of Library Science); Western Maryland College (Educational Media Program); West Virginia University (Department of Library Science); and University of Wisconsin-Oshkosh (Department of Library Science).

One program head (that of Central Michigan University) reported that his school would be dropping its membership in AALS and therefore declined to participate. The National College of Education reported that there were no full-time faculty in its Graduate Program in Library Science and Instructional Media. Despite a follow-up reminder, no response was received regarding the programs at the following institutions listed as associate members: Bridgewater State College, Central Missouri State University, Our Lady of the Lake College, University of Puerto Rico, Purdue University, University of Toledo, and Villanova University.

Ball State has been included in the AALS associate-member group because the ALA accreditation of its program came after January 1, 1980.

A meaningful statistical analysis of the faculty in these unaccredited programs is very difficult because of their many disparate characteristics. Of the 27 programs, 5 do not have the word library as part of their names, while 6 have names indicating that training is provided at least equally in instructional technology, educational media, or communication. Two have school status, 2 are called divisions, one is designated a center, one is called a program, while 21 are departments. In almost every instance, the departments were within schools of education.

The number of full-time faculty reported varies from 2 programs with only one to another that claims a total of 13, although in this latter instance the dean noted that the library education component would account for only 6 FTE among the Center's entire faculty of 13. Among the other 10 programs that combine library education with one or more related degree sequences, it can be assumed that the FTE devoted to library education was likewise fewer than the total number reported. In two instances, the individual heading the program was not considered to be full-time and has therefore been omitted. A total of 146 full-time faculty were reported. The average full-time faculty size, among these 27 programs, according to the reported totals, was 5.41. The following table illustrates the wide variation that exists:

Full-time Faculty Among AALS Associate-Member Schools

Number of Full-time Faculty	Number of Schools	Percentage of Total (27)
1	2	7.4
2	1	3.7
3	3	11.1
4	4	14.8
5	5	18.5
6	3	11.1
7	5	18.5
8	2	7.4
9	-	
10	1	3.7
11	-	
12	-	
13	1	3.7

Among the 67 accredited programs, the number of full-time faculty varied from 4 to 19, for an average size of 10.66, nearly twice the average size of these 27 AALS associate-member programs.

Of the 146 full-time faculty in the AALS associate-member schools, 79 (54.1%) were males while 67 (45.9%) were females. Among the 67 accredited

programs, 58.8 percent of the full-time faculty were males and 41.2 percent were females.

The following table reveals the distribution by sex among the academic ranks:

Faculty in 27 AALS Associate-Member Schools

Number	Rank	Males	Females
25	Deans & Directors	16 (64 %)	9 (36 %)
28	Professors	19 (67.9%)	9 (32.1%)
35	Associate Professors	22 (62.9%)	13 (37.1%)
50	Assistant Professors	21 (42 %)	29 (58 %)
8	Instructors	1 (12.5%)	7 (87.5%)
146		79	67

A comparison of the above table with the parallel table for the accredited programs (page 4), reveals a remarkable similarity, particularly in the ranks of professor and associate professor. The greatest difference lies among the heads of the schools--whereas 79.1 percent of these individuals in the accredited programs were males, only 64 percent were males in the 25 unaccredited programs having full-time deans and directors.

Because 21 (77.8%) of the AALS associate-member schools have departmental status, it follows that many more of the heads have the title chair or chairman than is found among the accredited programs. Only 2 of the 25 full-time executive offices have the rank of dean. Two others are directors; one has the title coordinator; and 4 are called "Department Heads."

Fourteen of the 25 full-time executive officers had fiscal year appointments while 11 held academic year appointments. Twenty-one had tenure. Twenty-three had earned doctorates, 11 of which were in library science. Of the 13 whose doctorates were not specifically in library science, 3 were reported as "Education and Library Science," one was in administration and management, while the remaining 10 were in some area of education. Whereas 76 percent of the deans and directors of accredited programs who had earned doctorates had done their study in library science (including information science), the parallel percentage among the heads of unaccredited programs was 42 percent. This difference can probably be explained by the fact that most of the unaccredited programs are departments within schools of education.

Of the 16 male executive officers, 9 were professors and 7 were associate professors; among the 9 female executive officers, 6 were professors, 2 were associate professors, and one was an assistant professor.

All 25 of the full-time heads of the unaccredited programs were white. Their age categories were as follows:

Deans and Directors	Age Categories
2 (8 %)	60-69
5 (20 %)	55-59
5 (20 %)	50-54
6 (24 %)	45-49
5 (20 %	40-44
2 (8 %)	35-39

As a group, the heads of the AALS associate-member schools were somewhat younger than their counterparts in the accredited programs. The salaries of the 14 with fiscal year appointments varied from a low of $18,500 to a high of $35,300; the average was $30,036 (median $29,640). The average for this group was $9,449 (24%) less than that of the deans and directors with fiscal year appointments who headed accredited programs. The salaries for the 11 heads of unaccredited programs with academic year appointments varied from a low of $16,800 to a high of $29,854; their average salary was $25,242 (median $25,361). This average salary was $3,576 (12.4%) less than the average ($28,818) for heads of accredited programs with academic year appointments.

The length of service as executive officer of these 25 individuals is shown in the following table:

Year of Appointment to Head the Program	Number Appointed That Year
1967	1
1968	1
1969	1
1970	-
1971	2
1972	4
1973	4
1974	-
1975	2
1976	2
1977	3
1978	3
1979	2
	25

The average term of service as executive officer for these 25 heads of AALS associate-member schools was 5.97 years, whereas among accredited programs the average was 6.9. The appointment as executive officer for 7 of the 25 coincided with their appointment to the faculty of the institution; the other 18 were promoted from within their institution.

Only 2 of the AALS associate-member schools reported having a full-time faculty member who assists in the administration of the school as associate (assistant, etc.) dean or director.

Of the 146 full-time faculty in the 27 unaccredited programs responding to our questionnaire, 14 (9.6%) represented new appointments in 1979-80. Among the accredited programs, 8.5 percent of the faculty represented new appointments in 1979-80.

The rank and sex of these 14 new appointments in 1979-80 were as follows:

	Total Number	Males	Females
*Deans and Directors	2	2	-
Professors	-	-	-
Associate Professors	3	1	2
Assistant Professors	8	7	1
Instructors	1	-	1
Total:	14	10	4

*Including one "Acting Head."

Whereas among the accredited programs, 52.5 percent of the 61 new full-time appointments in 1979-80 were filled by women, only 28.6 percent of those among AALS associate-member schools were filled by women.

Of the 8 new assistant professors shown in the above table, 7 received academic year appointments with salaries ranging from a low of $15,450 to a high of $18,500. The average was $16,925 (median $16,260). The average for the 18 new assistant professors among the accredited programs was $17,319 (median $17,000).

Of the 8 new assistant professors, 6 had completed their doctorates (5 in library science, one in Education/Media). Two were minority: one black and one Asian or Pacific Islander.

The following table provides a basis for comparing the 1979-80 average and median faculty salaries, exclusive of deans and directors, of the accredited programs with the 27 that are not accredited. A total of 634 salaries were provided for the accredited programs while there were 121 for the unaccredited.

Faculty Rank & Term of Appointment	Accredited Program Average	Accredited Program Median	Non-accredited Program Average	Non-accredited Program Median
Professors (fiscal year)	$36,308	$36,369	$28,092	$28,024
Professors (academic year)	29,194	28,500	24,903	24,831
Assoc. Professors (fiscal year)	30,531	30,519	22,956	21,718
Assoc. Professors (academic year)	22,985	22,750	20,483	20,130
Asst. Professors (fiscal year)	23,538	23,422	20,652	22,480
Asst. Professors (academic year)	19,052	18,688	17,757	16,850
Instructors (fiscal year)	14,925	14,925	18,182	20,546
Instructors (academic year)	15,623	16,085	14,526	14,364
Lecturers (fiscal year)	21,134	20,249	-	-
Lecturers (academic year)	21,432	21,389	-	-

The following table provides the basis for comparing the average salary of male and female faculty in each academic rank (exclusive of deans and directors) among the 27 AALS associate-member schools that responded to our questionnaire.

Fiscal Year Appointments, 1979-80
(AALS Associate-member Schools)

Rank	Number of Males	Average Salary of Males	Number of Females	Average Salary of Females
Professor	4	$36,308	0	-
Assoc. Professor	9	22,712	2	$24,055
Asst. Professor	4	24,070	5	17,845
Instructor	1	23,228	2	15,660
Total:	18		9	

Academic Year Appointments, 1979-80
(AALS Associate-member Schools)

Rank	Number of Males	Average Salary of Males	Number of Females	Average Salary of Females
Professor	15	$25,234	9	$24,351
Assoc. Professor	13	20,449	11	20,523
Asst. Professor	17	17,590	24	17,876
Instructor	0	-	5	14,526
Total:	45		49	

Of the 146 full-time faculty in the 27 unaccredited programs included in this survey, a total of 5 (3.4%) were identified as minority: 3 Asian or Pacific Islanders (2 professors and one assistant professor) and 2 blacks (both assistant professors).

As noted earlier, data were requested for this year's report regarding the

age categories of the faculty. Information in this regard was provided for all of the 146 faculty in the 27 AALS associate programs included in this survey:

Age Categories for Faculty in 27 AALS Associate-Member Schools

	60-69	55-59	50-54	45-49	40-44	35-39	30-34	25-29	Total
Deans & Directors	2	5	5	6	5	2			25
Professors	7	4	8	6	2	1			28
Assoc. Professors	3	3	7	9	7	6			35
Asst. Professors	1	3	8	8	10	12	6	2	50
Instructors	—	—	1	1	2	4	—	—	8
Total:	13	15	29	30	26	25	6	2	146
Percentage:	8.9	10.3	19.9	20.5	17.8	17.1	4.1	1.4	100

A comparison of this table with that on page 14 reveals that the faculty as a group in the unaccredited programs is younger than in the accredited. Whereas in the accredited programs, nearly 47 percent of the faculty were over 50, in the 27 unaccredited programs that percentage is only slightly over 39 percent.

Of the 146 full-time faculty reported by the 27 AALS associate-member schools, including the deans and directors, 105 (71.9%) had earned doctorates on January 1, 1980. This percentage was slightly higher than among the accredited programs where 68.5 percent of the full-time faculty were reported as having earned doctorates. Of these 105 earned doctorates, 43 (41%) were in library science. Among faculty in the accredited programs who have an earned doctorate, 65.6 percent hold the degree in library and/or information science.

Of the 62 faculty in the 27 unaccredited programs who were reported as holding the doctorate outside library science (59%), 54 were reported as holding the degree in education, or a subdivision thereof. It may be of interest to note that among the 67 accredited programs, 9.2 percent of the full-time faculty have doctorates in education; among the 27 AALS associate-member schools, 37 percent of the full-time faculty have doctorates in education.

The 62 doctorates outside library science among the full-time faculty in the 27 unaccredited programs fall in the following areas of concentration:

Education	6
Instructional Technology (including instructional development, educational communication, and media)	27
Elementary Education	2
Secondary Education	1
Higher Education	3
Educational Administration	8
Adult Education	1
Educational Leadership	1

This list continues on page 31.

International Education	1
Curriculum and Instruction	4
Management	1
History	2
English Language and/or Literature	3
Language Arts	1
Philosophy	1
Total:	62

The following table shows the date of appointment and their respective faculty rank of each of the 146 full-time faculty in the 27 AALS associate-member schools. The executive officer of each school has been placed with his/her appropriate faculty rank.

Year of Appointment to Present Faculty Rank in Present School (27 AALS Associate-Member Schools)

	Professors		Associate Professors		Assistant Professors		Instructors		Total	
	M	F	M	F	M	F	M	F	M	F
1957										
1958						1				1
1959										
1960										
1961	1								1	
1962	1								1	
1963										
1964							1		1	
1965										
1966	2				1				3	
1967			1						1	
1968			1			1			1	1
1969	1	1	2			3			3	4
1970			2		2				4	
1971			1	1		1			1	2
1972	3	1	1	1		1			4	3
1973	1	1	3		1	3			5	4
1974	6		2	2	1	1		1	9	4
1975	2	2	5	1	2	1		2	9	6
1976	3	2	1	1	2	3			6	6
1977	5		5	1	2	8		1	12	10
1978	1	5	4	4	3	5		2	8	16
1979	2	3	1	4	6	2		1	9	10
1980	—	—	—	—	1	—	—	—	1	—
Total:	28	15	29	15	21	30	1	7	79	67

The following table reveals the length of service in their respective schools of the 146 full-time faculty, including the deans and directors, of the 27 AALS associate-member schools:

Year of Initial Full-time Faculty Appointment at Present School (27 AALS Associate-Member Schools)

	Deans & Directors		Professors		Associate Professors		Assistant Professors		Instructors		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
1948				1								1
1952	1										1	
1954					1						1	
1956		1										1
1957							1				1	
1958		2	1					1			1	3
1959				1								1
1960				1								1
1961	1		2								3	
1962			1								1	
1963	1		1								2	
1964				1	1			1	1		2	2
1965			1		1						2	
1966		1	2		1			1			3	2
1967	1	1			2	1	1				4	2
1968	2	2	1	2	1		2	1			5	4
1969	1		3	2	3	2		4			9	8
1970	2		1		2	1	1				6	1
1971	1		1			1		3			2	4
1972	1	1			3	2		1			5	3
1973	1		1		3	1	1	2			6	3
1974			2			1		1		1	2	3
1975	3				1		2	3		2	7	4
1976			1	1			1	3			4	2
1977	1	1	1		2		2	3		1	6	5
1978						2	3	4		2	3	8
1979					1	2	6	1		1	7	4
1980							1				1	
Total:	16	9	19	9	22	13	21	29	1	7	79	62

In the table that follows, the 146 faculty salaries (including those for deans and directors) of the 27 AALS associate-member schools are distributed by rank in $500 blocks.

	Deans & Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers	
	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.
$35,500-35,999												
35,000-35,499	1											
34,500-34,999	2											
34,000-34,499												
33,500-33,999												
33,000-33,499	1											
32,500-32,999	1											
32,000-32,499												
31,500-31,999	1											
31,000-31,499			1									
30,500-30,999			1									
30,000-30,499				2								
29,500-29,999	2	1										
29,000-29,499	2											
28,500-28,999		1										
28,000-28,499					1							
27,500-27,999	1	1										
27,000-27,499	1	2					1					
26,500-26,999	1			6	1							
26,000-26,499				1	1							
25,500-25,999					1							
25,000-25,499		2	2	1		3						
24,500-24,999		1		3								
24,000-24,499				4								
23,500-23,999						1	1					
23,000-23,499				2			2		1			
22,500-22,999		1		2	1							
22,000-22,499						2	1					

	Deans & Directors		Professors		Associate Professors		Assistant Professors		Instructors		Lecturers	
	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.	11-12 mos.	9-10 mos.
$21,500-21,999		1		2	1	4		1				
21,000-21,499					1	1		1				
20,500-20,999								2	1			
20,000-20,499					3	2		1				
19,500-19,999					1	3		2				
19,000-19,499				1		2		2				
18,500-18,999	1							5				
18,000-18,499						1		3				
17,500-17,999						3		5				
17,000-17,499								2				
16,500-16,999		1					3	5				
16,000-16,499						1	1	8		1		
15,500-15,999								1				
15,000-15,499						1		2				
14,500-14,999								1		1		
14,000-14,499										2		
13,500-13,999												
13,000-13,499										1		
12,500-12,999												
12,000-12,499												
11,500-11,999												
11,000-11,499												
10,500-10,999									1			
10,000-10,499												
9,500- 9,999												
9,000- 9,499												
	40											
TOTALS	14	11	4	24	11	24	9	41	3	5		